

Seminole County Fire Department Hiring Process

Employment Information

Looking for a career in Fire/EMS Services? To become a professional member of Seminole County Fire Department, please review the information below for guidance toward an Emergency Services career.

To determine if there are current Seminole County Fire Department job vacancies, please click here for [County jobs available](#). Applications for Firefighter/EMT or Paramedic are accepted only during an employment posting for Firefighter/EMT or Paramedic.

The following are typical **Requirements for Employment** and the general steps followed during a **Hiring Process**. Please scroll down to review all pertinent information. Keep in mind that these requirements and steps are subject to change, so please follow all instructions provided by Seminole County Human Resources and the Seminole County Fire Department at the time of the hiring process.

Requirements for Employment

(see additional information below)

1. State of Florida Minimum Standards (FF Certificate of Compliance)
2. State of Florida Emergency Medical Technician and/or Paramedic License
3. FireTEAM Test
4. Candidate Physical Ability Test (CPAT)
5. Emergency Vehicle Operators Course (EVOC)
6. Driver's License

Requirements for Employment

1. State of Florida Minimum Standards (FF Certificate of Compliance)

For information on how to become a certified State of Florida Firefighter, including locations of approved training providers, or for firefighters seeking out-of-state equivalency, please visit the State of Florida Fire College website at <http://www.myfloridacfo.com/Division/SFM/BFST/default.htm>.

If a candidate is currently attending a program to complete their State of Florida Minimum Standards, he/she may apply during a job posting; however, the test for the Florida Minimum Standards certification must be successfully passed by the closing date on the employment posting

and proof of test results submitted with application. Note – This date will change each hiring process.

2. State of Florida Emergency Medical Technician and/or Paramedic License

For information on how to become a certified State of Florida EMT or Paramedic, including locations of training and education programs, please visit <http://www.floridahealth.gov/licensing-and-regulation/licensing-ems-education/index.html>.

If a candidate is currently attending a program to complete their State of Florida Emergency Medical Technician or Paramedic certification, he/she may apply during a job posting; however, the test for Florida EMT or Paramedic certification must be successfully passed by the closing date on the employment posting and proof of test results submitted with application. Note – This date will change each hiring process.

3. FireTEAM Test

The FireTEAM test must be taken through National Testing Network. (Go to www.nationaltestingnetwork.com and click the tab entitled "Firefighter Jobs.") This test must be completed within a year (365 days) prior to the closing date on the job posting. Candidates are not required to attach proof of test completion to their application, as we only accept results that are reported directly to us from NTN. That means you must visit the NTN website and select our department to receive your scores.

4. Candidate Physical Ability Test (CPAT)

The Candidate Physical Ability Test (CPAT) must be taken through National Testing Network. (Go to www.nationaltestingnetwork.com and click the tab entitled "CPAT Testing.") This test must be passed within a year (365 days) prior to the closing date on the job posting. Candidates are not required to attach proof of test completion to their application, as we only accept results that are reported directly to us from NTN. (If you have visited the NTN website and selected our department to receive your FireTEAM scores, we will also receive your CPAT results.)

5. Emergency Vehicle Operators Course (EVOC)

Candidate must submit a certificate or letter with their application which shows completion of 16 hours of EVOC training. Typically, this certification is obtained during EMT training, as it is a requirement of many EMT programs. However, if EVOC certification is needed, please visit <http://www.doh.state.fl.us/DEMO/EMS/TrainTest/TrainTest.html> for locations where EMT programs are offered, to determine where EVOC might be obtained.

6. Driver's License

Candidate must upload a copy of their Driver's License when submitting their application. For out-of-state applicants, a valid Florida Driver's License must be obtained prior to the start of employment.

Hiring Process

(see additional information below)

1. Job Posting
2. Application
3. Fire & EMS Skills Assessment
4. Oral Interview
5. Notification of Selection
6. Pre-Employment Physical
7. Orientation

Hiring Process

1. Job Posting

Applications for Firefighter/EMT or Paramedic are accepted only during a job posting for Firefighter/EMT or Paramedic. Seminole County Human Resources publishes all job postings. A list of current job openings may be obtained by visiting their website at <http://agency.governmentjobs.com/seminolecountyfl/default.cfm>.

2. Application

Only online employment applications are accepted. The online application can be accessed by clicking the job posting for the Firefighter position listed on the Seminole County Human Resources website (see link in paragraph above). Several additional documents must be included with your application: [Additional Documents for FF Position](#). The two notarized forms, along with everything on the checklist, will need to be scanned, uploaded, and submitted with the online application.

3. Fire & EMS Skills Assessment

All applicants selected and forwarded by Seminole County Human Resources will receive an email with directions to schedule themselves for the Fire & EMS Skills Assessment conducted by Seminole County Fire Department.

4. Oral Interview

Selected candidates will receive an email with directions to schedule themselves for an oral interview before a panel consisting of various ranks throughout the organization.

5. Notification of Selection

During the interview process, candidates will be instructed on the procedure for notification of selection. The hiring of selected candidates is pending a successful pre-employment physical and criminal background check. Candidates not initially selected may remain on an eligible list for one year for further hirings that might be necessary throughout the year.

6. Pre-Employment Physical

After notification of selection, candidates are scheduled for a pre-employment physical, which includes a stress test and drug screen.

7. Orientation

Candidates who successfully complete the hiring process will be notified of Orientation – six weeks on a 40-hour workweek schedule – for an introduction to the operations and administration of the Seminole County Fire Department.